



JOB ROLE AND PERSON SPECIFICATION

**SHARING GOD'S
LOVE WITH THE
PEOPLE WE SERVE**



APRIL 2021

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ROLE DESCRIPTION AND PERSON SPECIFICATION – Who God Might Bring

PTS Parish Vision

A united parish with three churches reaching out to all in our community and beyond as a Christian witness.

PTS Parish Mission

To offer a warm welcome, fellowship and a caring environment to families and worshippers of all ages. To actively grow our church family by encouraging people to learn more about what it means to be a follower of Christ and to continue to serve those in our local and wider community through discipleship and love.

Bradfield Deanery Vision

Bradfield Deanery sits between two deaneries with well-known town names and large populations – Reading and Newbury – yet is itself comprised of parishes that are largely rural in nature and some in urban shadow. This brings opportunity, privilege and challenge.

The deanery's recently adopted mission plan *Connect and Resource* has at its heart the desire for all our churches to become confident worshipping communities; to connect people with God wherever they may be; and together making a difference in the world.

Anyone with a clear missional heart, creativity to reach out to the community, and courage to try new things, is likely to feel at home in Bradfield Deanery.

Diocesan Vision

Working across three lively rural parishes who are seeking to reimagine their ministry and mission, you will join a team of people listening to what God is calling them to do and to be, and creatively looking to the future. Oxford Diocese is committed to its Common Vision to be more Christ-like for the sake of the world and we are looking for someone who is able to be a part of this mission, bringing courage and compassion and a contemplative heart.

Role Description

It is through the vision of service within and beyond our community that our church will abound in growth and happiness. We are hoping for someone who is not only compassionate and contemplative but also courageous and who will enjoy the many opportunities we have to share God's love across our three churches and the communities that surround them.

Role title:	Rector
Type of Role:	Full-time Stipendiary
Name of benefice:	Parish of Pangbourne with Tidmarsh and Sulham
Episcopal area:	Reading
Deanery:	Bradfield
Archdeaconry:	Berkshire
Conditions of Service:	Please refer to Statement of Particulars document issued in conjunction with this role description.
Key contact:	Archdeacon of Berkshire
Terms of Service:	This role falls within the Clergy Terms of Service formerly known as Common Tenure The Archdeacon of Berkshire is the person designated by the Bishop of Oxford to issue the Statement of Particulars for the post holder
Accountability:	Priests share with the Bishop in the oversight of the Church. Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the Archdeacon and Church Warden/s about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry.

Key Responsibilities

General:

- A. To exercise the cure of souls shared with the bishop in this parish in collaboration with colleagues, including the praying of the Daily Office, the administration of the sacraments and preaching.
- B. To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy) and other relevant legislation including:
 - bringing the grace and truth of Christ to this generation and making him known to those in your care
 - instructing the parishioners in the Christian faith
 - preparing candidates for baptism and confirmation
 - diligently visiting the parishioners, particularly those who are sick and infirm
 - providing spiritual counsel and advice
 - consulting with the Parochial Church Council on matters of general concern and importance to the parish
 - bringing the needs of the world before God in intercession
 - calling your hearers to repentance and declaring in Christ's name the absolution and forgiveness of their sins
 - blessing people in God's name
 - preparing people for their death
 - discerning and fostering the gifts of all God's people
 - being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us.
- C. To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body of Christ.

Key responsibilities specific to the Parish of Pangbourne with Tidmarsh and Sulham:

- Effectively lead and support the PTS Ministry Team and PCC to grow the PTS church family and fulfil the parish mission.
- Work with the PCC to develop a strategy for child and youth ministry within our parish
- Get out into the community to engage with individuals, groups and organisations to show what the church does and how it can work in the villages to everyone's benefit.
- Ensure that all parishioners are well supported through pastoral care for all ages
- Build on and strengthen links with local schools especially Pangbourne Primary School and Pangbourne College.
- Nurture and encourage church members to explore their own personal ministry
- Lead with confidence a range of styles of service
- Work collaboratively with the PTS Ministry Team, using their skills effectively, to deliver a range of services.
- Address and allow relevant discussion of any difficult issues that may arise in the parish and also in the wider world.
- Implement, enforce and adhere to parish and diocesan safeguarding policies and procedures.
- Understand the financial assets of the parish and how these can best be used for the benefit of our parish and wider mission

Person Specification

Personal Qualities

Essential

- A confident and effective communicator with the ability to preach well in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding
- Ability to listen with an open mind
- At ease when working with people of all ages, backgrounds and cultures both inside and outside the church
- Disciplined in personal prayer and Bible study with a desire to encourage others to deepen their faith

Desirable

- An ecumenical outlook and willingness to work with local churches and faith groups
- An appreciation of church choral music and its ability to draw people to God
- A passion for learning and personal development

Experience

Essential

- Engagement with and pastoral support of people of all ages
- Priestly ministry involving vision setting and team development
- Liturgical tradition that is mainstream Anglican
- Proven ability to relate to young people and their families
- The ability and commitment to work to a Safeguarding Policy

Desirable

- Experience of working with youth in some or all of the following contexts: church, secondary schools or local community

Knowledge/Skills and Competencies

Essential

- The ability to challenge us to look outwards and to be a real presence in our community
- The ability to discover, encourage and develop gifts that enable others to reach their full potential
- Strong strategic leadership, led by God, with ability to bring integration across all generations
- Ability to identify and respond to opportunities for mission

Desirable

- Ability to discern, grow and implement vision, and to inspire others toward this vision
- Good knowledge of IT with some experience of digital platforms and social media

Qualification/Training

Essential

- Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises
- Have satisfactorily completed Initial Ministerial Education
- Willingness to engage in further training that enhances the skills of the PTS parish

Desirable

- Qualified to supervise curates/ordinands

Key Contacts and Support for the Role

Parish

Churchwardens
PCC
Ministry Team
Buildings Committee
Environment Committee
Church Administrator

Deanery

Deanery Chapter
Deanery Synod
Area Dean
Archdeacon
Spiritual director, as per personal arrangements
Staff at the Diocesan Office with responsibilities for supporting parochial ministry
Area Bishop

Charities of which the Rector is Trustee

Fanny Maria Kemp Welfare Fund (now incorporates the Hopkinson Levington Trust) provides small grants for those in need or who are sick, require help for purchase of equipment or goods, or need some respite care or support.

The Breedon Educational and Vocational Foundation provides money in case of need to children (through their parents) or young people for educational or vocational training purposes, if they reside in the civil parish of Pangbourne. The foundation's origin is traceable to a bequest for apprenticeships in 1685. Other current trustees are all local people.

Friends of St Laurence was formed in 1998 with the aim of supporting the PCC in maintaining and improving the fabric of the building as an historic building.

What we can offer

We are a welcoming and supportive parish who understand the pressures on a parish priest and appreciate the importance of a work/life balance. We will ensure that adequate time is taken for family, friends and recreation.

Our church family will work with you to share the commitment of meeting the challenges and hopes identified. And we will offer you prayer, friendship and fellowship.

We also understand the importance of spiritual reflection as well as opportunities for ongoing learning and development of your ministry so will aim to ensure that sufficient time and financial support is made available for these.